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ABSTRACT

To assess the role of communication in scholarly research and writing about dual careers, a review was made of 89 articles on dual careers that were listed in the bibliographic source, "The Inventory of Marriage and Family Literature," Volumes V-IX. Articles were assessed on three dimensions. First, every article was categorized as addressing dilemmas involving social norms, role identity, social relationships, role cycle and/or overload. Second, the type of variable selected for study was identified. Third, the degree to which the variables reflected a concern for a communication-as-process approach to the dilemmas faced by dual-career couples was evaluated. Results of the classification showed that 15 articles examined social norm dilemmas, 30 examined role identity, 1 examined social relationships, 21 examined role cycle, 5 looked at overload, and 17 studied dilemmas that could not be categorized. Assessment of the articles' communication focus indicated that only 1 of the 89 articles empirically examined the ways in which a couple talked with one another during the decision making process, and only 2 articles investigated how members of a dual-career couple perceived their communication. While a number of articles mentioned communication, they did not empirically focus on the process of communication. These results suggest that researchers have emphasized the products of communication between partners and neglected the means by which decisions were reached. (A chart of the articles arranged according to dilemma category is appended.) (HOD)

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COMMUNICATION AND THE DUAL-CAREER COUPLE:

A LITERATURE ASSESSMENT

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COMMUNICATION AND THE DUAL-CAREER COUPLE:

A LITERATURE ASSESSMENT

One of the more recent and potentially far reaching changes in the composition of the American work force, especially in the management and professional areas, has been the increased visibility of the dual-career couple. As a subgroup of the work force, a dual-career couple is one in which "two persons engage in a life-style in which each individual pursues a separate career role along with a committed love relationship" (Parker, Peltier & Wolleat, 1981, p. 14). Dual-career couples are differentiated from dual-earner couples by observing distinctions between work as a career and work as a job (Mortimer, 1978; Aldous, 1981). A "career" is generally understood to designate work that demands a high degree of commitment and personal investment with some promise of continuous development and rise in occupational status through advancement (Maples, 1981). A job, as Herr and Zimmerman (1982) point out, differs in that it is simply "any gainful employment" (p. 33). The assumption on the part of those who study dual-career relationships is that each partner is relatively equally committed to his or her career as well as to the family, whereas at least one of the partners in a dual-earner relationship is more committed to the family than to his or her job.

While exact numbers are difficult to ascertain, most of those who are devotees of work force demographics expect the trend in dual-career couple-

ships to increase. Among the various figures given to support this predicted rise in numbers are:[1]

1) Between 1947 and 1975, the number of working husbands increased 27% while the number of working wives increased 205%.

2) In 1950, 29.6% of the civilian labor force was female; in 1981, 43.0% was female.

3) In 1950, 24.8% of the female population was married and working; in 1981, that had risen to 51.7%.

4) In 1950, 24% of all BA degrees, 30% of all masters, and 9% of all doctorates went to female candidates; in 1981, 48% of all bachelor's 51% of all master's, and 32% of all doctorates went to females.

5) Between 1955 and 1980, the number of women receiving an M.D. increased by 1,054% while the number of men receiving the same degree increased by 171%; the number of women completing a law degree increased by 3,734% while the number of men completing the same degree increased 315%; the number of women receiving a degree in engineering increased 4,001% while the number of men receiving the same degree increased 141%.

The generic argument for extrapolating data like that listed above is that more and more educated women are entering the work force with the intention of pursuing a career. In that educated women seem more likely to marry educated men (Feldman, 1973), the numbers indicate that the occurrence of dual-career coupleships will increase. Support for this argument comes from a recent survey of corporations conducted by the Catalyst Career and Family Center (1981). Eighty-eight per cent of the organizations responding to the Catalyst survey anticipated that the majority of newly hired employees already married to people established in careers would increase in the next five years.

Other indicators, while less quantitative, might be more valid in documenting the increased visibility of the dual-career trend. Articles extolling the virtues of dual-careerism or suggesting means of managing the "inevi-

table conflicts" between dual-career spouses have proliferated in the popular press. Typical are those with titles like, "You Work, He Works: Is the Juggling Act Getting Any Easier?", "When Wives Work . . . Must Husbands Hurt?" and "Career Boomerang: Don't Let Success Wreck Your Marriage."[2] In addition to the magazine and newspaper articles, there are a number of books devoted to aiding the dual-career couple in overcoming their problems and dilemmas. Rapoport and Rapoport's (1971) Dual Career Families, Hall and Hall's (1979) The Two-Career Couple, and Greif and Munter's (1981) Tradeoffs: Executive, Family, and Organizational Life, are but three of the choices.

Dual-career couples can also be seen on commercial television programs. Joe and Rhoda from "Rhoda" in the early seventies was one of the first television couples to end in divorce. Joyce and Frank on "Hill Street Blues" deal not only with two potentially conflicting careers (she's a public defender; he's a police captain) and a recent marriage but also a former spouse and child by a first marriage. A number of cartoon strips have recently taken up the trials and tribulations of the working wife in general and the dual-career family in particular. "Hi and Lois," "Doonesbury," and "Sally Forth" have all devoted "frame time" to issues salient to dual-career households.

Perhaps most indicative of all that the dual-career phenomenon is a bonafide trend, though, has been the increased attention paid dual-career couples by those of us in academe. Not only has there been a spate of individual articles in a variety of journals representing an array of disciplines, there has also been a number of instances in which the entire issue of a periodical has been devoted to the dual-career theme. The Journal of Family Issues (1981) and Psychology of Women Quarterly (1978) are but two examples.

That the increased attention may be somewhat self-serving, if not narcissistic, has been noted by Aldous (1981). Using an unpublished bibliography, she points out that the vast majority of articles appearing about dual-career couples are authored by professional women. In addition, she notes that there is a far greater likelihood that the authors might be a man and women with similar last names than might be expected from a random sampling of the social science periodicals. The implication is that those in academe might be studying that which we know intimately - our own circumstances.

The increase in scholarly attention has not been particularly evident in the speech communication literature. This is surprising in that most of the popular literature stresses the importance of "good communication" between partners. One does not have to read much to realize that the issues germane to the communication discipline (e.g., conflict management, decision-making, negotiation, and role making) are common themes throughout the popular literature.

Given the increase in the number of dual-career couples and recognizing that much of the popular literature is devoted to discussions of communication related variables, we undertook a review of the recent academic literature concerning the dual-career phenomenon to assess the role of communication in scholarly research and writing about dual-careers. We first proposed a communication-oriented framework for understanding the typical dilemmas addressed in the literature on dual-career couples. Using the framework as a guide, we reviewed recent articles on dual-career coupleships to assess the extent to which communication variables have been addressed in the literature.

PART ONE: A COMMUNICATION-ORIENTED PERSPECTIVE OF THE DUAL CAREER COUPLE

The advent of the dual-career phenomenon brings two of society's primary institutions together in a potentially conflicting arrangement: the family unit and the work organization. Indeed, if one also thinks of the individual as an "institution" then there are three systems that come together in any dual-career coupleship, as depicted in Figure One.

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Insert Figure One

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A great deal of communication related theorizing and research has been done on the emergence of the self through interaction with others (Watzlawick, Beavin, and Jackson, 1967; Goffman, 1959, 1967; Cushman and Craig, 1976); on the role of the communication process in the creation, maintenance and dissolution of dyadic relationships (Berger and Calabrese, 1975; Knapp, 1978; Wright, 1978; Wood, 1982); and on communication as the process by which organizations accomplish the act of organizing (Hawes, 1974; Johnson, 1977; Browning, 1978). As such, we propose that a communication-oriented approach, more particularly, an approach grounded in a symbolic interaction perspective, is most suitable for understanding the unique experiences of dual-career couples and their employing organizations. Three reasons for so doing are immediately suggested.

First, a communication orientation emerging from a symbolic interaction perspective focuses attention on the ways in which an individual actively creates and maintains his or her understanding of life experiences and shares those understandings with others. In the case of the dual-career couple, the

communication process is central to the creation of the self, the self's understanding of the partner, the self's understanding of the coupleship, the self's understanding of his or her career and the career of his or her partner, and the self's understanding of the employing organizations (as depicted in Figure One).

Second, many of the documented problems dual-career couples face involve dilemmas that are easily incorporated into the symbolic interaction perspective of communication. These potential problems, while not communication problems in the all-too-often simplistic sense that the phrase is often used, are indeed problems that relate to the participants' abilities to create shared meanings about a variety of roles in which they find themselves. The concepts of "self," "shared meanings," and "roles" are the central tenets of a symbolic interaction understanding of the ways people create and maintain their interpretations of their realities (Blumer, 1969; Fisher, 1978; Hewitt, 1979).

Third, the dual-career phenomenon includes the interrelationship of individuals and their roles in both the institutions of couple (or family) and a work organization. The concepts related to the study of communication from a symbolic interaction perspective are unique to not one but all of the components of Figure One. A communication perspective affords us the luxury of using the same concepts to understand interaction from the perspective of self, self as a partner to another, self as a career-conscious individual, and self as a member of an organization.

Communication oriented view of the individual. The relationship of communication qua interaction and the development of self concept or self understanding is one that is permanently rooted in the symbolic interaction perspective. As Fisher (1978) aptly notes:

> The interactional perspective exalts the dignity and worth of the individual above all other influences. The human embodies the essence of culture, of relationships, of society, of mind. Every form of social interaction begins or ends with a consideration of the human self (166).

So ubiquitous is the relationship of self and interaction that the authors of any number of introductory communication textbooks explain that our understanding of our selves is largely determined by our interaction (i.e., communication) with others (Tubbs and Moss, 1980). As summarized in these textbooks, an infant learns of his or her self only after acquiring the capacity to use symbols which, in turn, allow the infant to begin the lifelong process of role taking which results in a definition of self. Both symbol use, role taking, and role making not only make possible interaction with another but are derived from all previous interactions as well as the one in progress in a perpetually ongoing process. The self, then, is continually defined as a "process of behavior" (Hewitt, 1979, 67). When two selves join together as a couple they create, not only a new social entity, but new definitions of each other through their continued interaction.

Communication oriented view of coupleship. In his introductory essay on the study of communication in families, Bochner (1976) suggests that although the family unit has been extensively examined by academicians, there has been little concern with the family as a communicating unit until just recently. The development of interpersonal relationships, particularly those between a male and a female that is intimate and potentially enduring has become an area of legitimate interest to a number of communicologists (Roloff, 1976; Fitzpatrick and Indvik, 1982; Wood, 1982).

When we enter into a relationship with another that is based on mutual intimacy and is intended to be enduring (e.g., marriage) the process by which we behave is altered by the acquisition of new roles (e.g., wife, husband, partner) as well as by the importance our partner assumes in our definition of self. In addition, the union of two people in such a context creates a new social system that is unique to the individuals involved, referred to by Wood (1982) as a relational culture, "a privately transacted system of understandings that coordinate attitudes, actions, and identities of participants in a relationship" (p. 76). In a very real sense, the whole, the coordinated activities of the two people in a coupleship, becomes greater than the sum of its parts, the individuals themselves. Coupleship has a life of its own distinction.

A communication perspective of the couple unit is intuitively appealing in that the relational culture created by two individuals is "fundamentally a product of communication" (Wood, 1982, 76). Wood's view of communication is consistent with that expressed earlier; that is, based on the symbolic interaction perspective we not only interpret but construct our experiences with another partner. In a dual-career coupleship, the experiences associated with the partners' careers and work organizations assume a major importance in the negotiated understanding of the relational culture.

Communication oriented view of the individual and the organization. Two aspects of the individual/organizational interface are most salient given our understanding of the nature of communication arising from a symbolic interaction perspective. The first involves the abilities of an organization's members to understand their individual and collective experiences while in the role of organizational member (Louis, 1980). In much the same way that a couple

creates and maintains, through communication, a mutually acceptable shared existence, so do the employees of any organization. The collectively shared understandings of events related to everyday life within the organization yield a recognizable organizational culture that, in turn, influences the ways in which the members of the organization make sense of their organizational lives (Pettigrew, 1979; Pacanowsky and Putnam, 1982; Deal and Kennedy, 1982). As depicted in Figure One, any dual career couple, the partners of which work for different organizations, is faced with the difficulty of living in one organizational culture while trying to understand the organizational culture of which the partner is a member.

The second salient aspect of the dual career phenomenon is the de-emphasis of the workplace as a focal institution, that is, an institution that "dominates other institutional spheres" within a society (Dubin, 1976, 12). The Catholic Church, for example, was the focal institution for much of life during the Middle Ages. When assessing the impact of the workplace on the individual, and subsequently, the coupleship, Dubin proposes that we adopt a multi equal institution approach.

> The term emphasizes that there may be several or many institutions having significant impact on behavior that are equally alien for the individual, whether or not these behavioral demands are consistent with each other or made so by the dominance of a focal institution (Dubin, 1976, 12).

He goes on to suggest that the various social institutions to which an individual is a member are not only relatively independent of one another but in competition with one another for the individual's attention and allegiance.

In that the potential dilemmas faced by those involved in a dual-career relationship focus on the alternating allegiances between the personal rela-

tionship and professional development as influenced by a particular place of work, a multi equal institution approach is most applicable in understanding the dual career phenomenon. Given that the multi equal approach focuses on the variety of influences impinging on an individual the approach is consistent with a symbolic interaction perspective of communication as applied to the dual-career phenomenon. Each competing institution will cause the individual to make and take differing and often competing roles, the definitions of which must be continually redefined and shared with the partner if the coupleship is to prosper.

Most writing in both the popular and scholarly forms concentrates on established dual-career couples, that is, couples who are presently engaged in a dual-career lifestyle. Most writers assume that bonding has occurred and that the couple is concentrating on the maintenance of the relationship. Wood (1982) labels this maintenance state Navigating Communication. In it, the partners' communication with one another functions both to confirm and redefine the relationship and the individual's experiences with the relationship. It is in this navigating phase that the couple most often is confronted with Rapoport and Rapoport's five dilemmas:

1. Dilemmas that result from discrepancies between personal norms and social norms:

   Social disapproval caused by dual career couple's departure from traditional family norms; a conflict between their desires and goals and the values and expectations of society.

2. Identity dilemmas:

   Dual career couples experiencing confusion regarding personal identity and self-esteem. Issues as to whether the wife is fulfilling her role as a good wife and homemaker while pursuing a career; and whether the husband is sacrificing his "manliness" in taking a more participatory role in domestic duties.

3. Social dilemmas:

   Problems associated with the social environment and relationships developed by the dual career couple. These include friends, work associates and outside of the work experience; family, etc. In particular, management of relatives' and friends' expectations as well as the guilt felt by some couples at not fulfilling these expectations.

4. Role cycle dilemmas:

   Couples engaged in a set of role involvements which make different demands at different stages of the cycle. For example, demands of family life are less before beginning a family; or pressure involving careers may be less when a partner is entering the job market. Difficulties in role sharing in giving up some of the ego needs that couples satisfy by keeping the role all to themselves.

5. Overload dilemmas:

   Overload evolves when couples face a reversal of traditional family roles as domestic duties become the responsibility of both partners. An egalitarian division of household labor becomes a fact of life.

It is immediately apparent from reading the definitions of the five dilemmas and the Rapoport's subsequent discussions of each that they are discussed in ways that suggest a symbolic interaction perspective. The central tenets of symbolic interaction--self, role, and meaning--are inherent within the definition of each dilemma. The struggle with sex role identification (Identity Dilemma), for example, can create difficulties in that each partner will have to transcend and redefine his or her previous role conditioning. New role definitions must be negotiated within the framework of the couple's relational culture, definitions that are acceptable to both partners. The process by which these new definitions are negotiated is heavily dependent upon the partner's abilities to communicate, to talk, with one another.

In summary, communication is "viewed as an active, substantive process through which humans come to know themselves, others, and experiences" (Wood, 1982, p. 76). The humans involved in dual-career relationships "come to know" on the three major interdependent contexts of self, couple, and

workplace as outlined above. The individual's experiences of a variety of dilemmas within each of the three contexts are given meaning and shared with the partner through the simultaneously occurring functions of confirmation and redefinition.

PART TWO: LITERATURE REVIEW AND ASSESSMENT

The purpose of this section of the paper is to describe the methods used in reviewing recent academic literature on dual-career phenomenon, to report the results of that review, and to discuss the implications of our findings for those in speech communication interested in the dual-career family as a communication context.

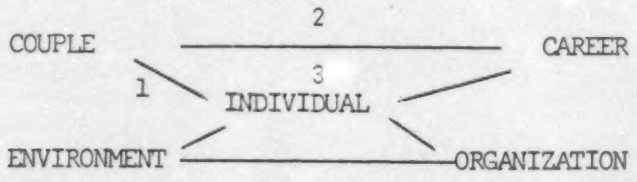
Method

The Inventory of Marriage and Family Literature, Volumes V-IX, was used as a bibliographic source to compile a list of articles appearing in academic publications on dual-career relationships. We began with Volume V because it was the first year the Inventory included a separate category for dual-career literature. Between the years 1977-1982, 96 articles appeared in journals used to compile the Inventory. Of the 96 articles listed, we recovered 89, or 93%, for our review. Each of the 89 articles was assessed on three dimensions.

First, every article was categorized as addressing one of the Rapoports' (1971) five dilemmas (Social Norms, Role Identity, Social Relationships, Role Cycle, Overload). We recognized from the outset that the dilemmas would not allow for discrete categorizations because they overlap to a great extent. Dilemmas concerning role cycle within a relationship, for example, often affect one's experiences of overload. In assigning an article to a particular dilemma category we tried to identify the major focus of the

article even though there may have been more than one dilemma addressed. Although we did not each read all of the articles, a reliability check on a randomly selected sample indicated that we agreed approximately 86% of the time as to the appropriate classification. This was judged sufficient given our purposes.

The second dimension addressed was the type of variable selected for study. All of the variables examined by an author were listed for each of the empirical articles. After all of the variables were identified, we collapsed the variables across articles within each dilemma category to compile five master lists. We then used a visual mapping technique that shows how the variables identified within each category relate to the components of the model shown in Figure 1. The grounding points for the map are represented by an "X" within a rectangle pattern. In that all experience is essentially individually oriented, we place the individual component at the center of the "X." The other components revolve around the individual's experiences, as shown below:[3]



The mapping technique allowed us to "see" how a particular variable has been studied in relation to the components of the model. Placing a variable at a certain point on the map indicates the strength of the relationship between the variable and the components. A variable placed at point 1 as shown above indicates that the variable has been used to examine the individuals'

relationship to one another as a couple (e.g., marital power). A variable placed at point 2 indicates that the variable has been used to study the relationship between the individuals' careers and their relationship as a couple (e.g., time constraints). A variable placed at point 3 in the map indicates a variable that has been used to tie together the components individual, couple, and career (e.g., value system). If a variable appears closer to one of the components than another, it indicates that the variable was more closely related to that component than any other.

Independent judgments were made about the appropriate position of each variable on the map. The guiding criterion for placement was an assessment of how the variable had been used in research. The independent assessments were merged to create a map about which we were in consensus.

The third dimension assessed the degree to which the variables studied to date reflecte a concern for a communication-as-process approach to the dilemmas faced by dual-career couples. Assessments of an article's communication focus were made by each of us as we read and analyzed each article. Again, a reliability check showed high agreement (92%) between the two of us as to the communication orientation of any one article.

Results

The results of our categorization by dilemma are shown in Table 1. Of the 89 articles reviewed, 15 were categorized as examining Social Norm dilemmas; 30 as Role Identity; 1 as Social Relationships, 21 as Role Cycle; 5 as Overload; and 17 that could not be categorized. The reader is again cautioned that since the categories used were not discrete there exists the potential for overlap within the articles categorized.

The results of the visual mappings of the variables examined within each dilemma category are shown in Figures 2-5. In that there was only one study that emphasized Social Relationships dilemmas, no map was created for that category. Even a quick appraisal of the maps indicates that the majority of studies have focused on the individual-couple-career triad. Organizational and environmental influences have been less extensively examined.

The results of our assessment of an article's communication focus indicated that only one of the 89 articles empirically examined the ways in which a couple talked with one another during the decision-making process (Krueger, 1982), and only two articles that attempted to probe how the partners in a dual-career coupleship perceived their communication or interaction (Gilliland, 1979; Gross, 1980). While a number of articles included a mention of communication (e.g., partners need to talk openly with one another), they did not empirically focus on the process of communication. The results of this portion of our study indicate that researchers have been overly concerned with the products of communication between partners (e.g., decisions on relocation, or decisions on when to have children) but not on the means by which those decisions were reached.

The results of the classification of articles as one of the Rapoports' five dilemmas and the variables identified within each category will be discussed jointly. The results of our assessment of the communication orientation of extant research will be discussed in terms of implications for the speech communication discipline.

Discussion

Role Identity

The numbers indicate that those in academe who have written about dual-career couples have been most concerned with the individual's role identity. Research within this dilemma category focuses on the individual's understanding about his or her role and the appropriateness of that definition vis-a-vis he or her partner's definition. Examination of Figure 3 shows that the majority of the variables cluster around the individual. Although the target of the individual's concern might be one of the other components of the model (e.g., couple or career), the empirical studies emphasize the individual as a focal point. As shown in Figure 3, variables closer to the couple component (e.g., marital discord or household tasks) have to do with the individual's perceptions of those items. Those variables shown on the line between couple and career (e.g., egalitarianism) also focus on the individual rather than the couple (e.g., what does an egalitarian husband think of his wife's working?).

In this group of studies, it is what the individual believes, or how the individual acts, or how the individual defines his or her situation that is examined. Within this individual focus there appears to be two major research thrusts. The first addresses the woman's abilities to balance her role as a mother/wife with her role as a career woman. Included within this focus are those studies that address the man's reactions to or feelings about his role in conjunction with his wife's or what he thinks his wife's should be. The second research emphasis focuses on variables related to occupational status. The overwhelming finding from this group of studies is that the occupational status attributed to a couple is mostly a result of the man's occupation.

Role Cycle

The second most written about dilemma category was Role Cycle, the blending over time of two careers and family demands. Studies within this grouping address the "big two" of the popular literature: Relocation and children. The variables mapped on Figure 4 indicate the degree to which concerns about both relocation or job mobility and children are also reflected in the scholarly literature.

Those variables most closely associated with relocation appear to an individual concern in the center of the individual-couple-career triangle (e.g., commuter, multiple roles) and between the career and organization components (e.g., career goals, organizational structure). Studies related to decisions made about career aspirations in relation to job mobility, or the lack thereof, attempt to combine individual perceptions and actions as a reflection of the individual's interaction with his or her partner. In other words, unlike the Role Identity category, the focus is on the couple as a unit rather than the individuals within the couple. The majority of studies attempt to answer the questions, "What did you do?" rather than, "How did you decide to do what you did?" The three studies mentioned earlier as having a communication orientation are the only exceptions to this product orientation. The studies by Gilliland, (1979), Gross (1980), and Krueger (1982) focus on the ways in which communication "works" as couples grapple with the decisions surrounding relocation.

The studies concerned with dual-career couples and children do not focus on decisions about having children but about the impact of children on the couple's life. The impact is examined from both the individual and couple viewpoint and is most often addressed as a factor leading to

overload. The variables clustering around the couple component on Figure 4 indicate that marital satisfaction as affected by the parenting role is the primary focus of research in this area. As with those studies about relocation, the emphasis is on both the individual partner as well as the couple as a unit.

Social Norms

Social norms dilemmas concern the relationship between societal expectations and individual or couple responses to those expectations. In that these dilemmas involve society as an institution, it is not surprising to find more variables around the Environment component than in either the Role Identity or Role Cycle maps. Compared with the previously discussed dilemmas, the variables in Figure 2 are also more scattered on the map and are more macro in nature. The primary thrust of studies in this dilemma category involve descriptions of changes in our societal fabric that impact the ways in which we traditionally think about the family as an institution. Changes in the labor system, for example, impact on our expectations for the couple as a family.

Overload

Overload dilemmas are those arising from conflicting demands on time allotted to various role tasks. Household tasks involving domestic routines and children lead the list of variables examined. As can be seen in Figure 5, most of the variables cluster between the individual and couple. This clustering indicates that Overload dilemmas primarily arise and are managed by negotiation between the individuals. An example of the overlapping nature of the overload and role cycle dilemmas can be seen by cross-referencing Figures 4 and 5. Such an examination reveals that the variables relocation and parenting emerge as significant influences in both dilemma categories.

Summary

We undertook this assessment to determine the extent to which a concern for communication concepts was evident in current research about dual-career couples. To help guide our assessment we first constructed a model, grounded in symbolic interaction, to use as a framework for understanding how individuals define, maintain, and re-define their roles as dual-career partners. In that the members of any dual-career couple must take and make a variety of roles, the symbolic interaction perspective seemed most appropriate for understanding the process by which an individual integrates the self, family, career, and organizational aspects of his or her life.

As previously noted, the empirical research has focused to date on various psychological traits of the individuals, on characteristics of the dual-career lifestyle, on the dilemmas encountered by dual-career couples, and on the types of decisions dual-career couples make regarding those dilemmas. In sum, the research has focused on the role definitions people make for themselves when they are involved in a dual-career system. In that role definitions come into being through interaction with other people, we propose that the interaction, the role learning process, needs to be more carefully examined. In reference to Figure 1, we are at the point when we can fruitfully begin to examine the arrows connecting the components of the model.

The following are examples of the types of questions that we feel should be addressed from a communication perspective:

1) Assuming that each individual has a variety of role repertoires, which role takes precedence in different situations? If, for example, I

go to a party with my spouse at her place of work and with her colleagues, do I "play" the part of spouse or do I present my professional role? Which role does a spouse expect the other partner to perform in any given situation?

2) What topics do dual-career couples actively talk about and which are tacitly understood without verbalization? Are there certain role-making decisions that are assumed through tacit agreement over time in lieu of those needing continual verbal renegotiation? Is there, for example, an unspoken yet understood agreement that one spouse's career will be given preference over the other's?

3) When do couples verbally explain their motives to one another for actions regarding role definitions concerning family, career or employing organization? What types of accounts do we give for our actions?

4) How do we negotiate an appropriate definition of our career role with our coworkers? If, for example, everyone in my office is going for a drink after work and I have to decline because I have to pick up the kids, how do I make excuses? How does my absence affect my feelings about my career role and my colleagues' understandings or feelings about that role? How does my absence influence my subsequent interactions with my colleagues?

5) Who do we search out as significant others in relation to our various roles and what do we say to them?

6) How do we talk about our organizational life and work with our partner at home? What is shared and what is not? More generally, what types and how much information crosses the boundaries separating work and home?

7) How do we negotiate overlap in our roles? Do dual-career couples compartmentalize the roles they assume or are the various roles integrated into the larger self-concept (Zurcher, 1983)?

To conclude, we found research on dual-career couples to be both extensive and informative. There has been a great deal of knowledge generated about the dual-career system in relation to the individuals, the couple, and their careers; there has been less work done on the impact of the employing organizations and the environment-at-large. In all of the work, however, the process of communication as the role learning medium has been ignored. It is time to use the knowledge base that now exists and explore the ways in which the partners of dual-career couples develop their roles by communicating with others.

FOOTNOTES

[1]The figures given in #1 come from Greif and Munter (1981); those listed in #2 - #5 come from U. S. Bureau of the Census: Statistical Abstract of the United States, 1982-83 (103rd Edition) Washington, D. C., 1982, pp. 166, 168, 375, 383.

[2]The articles come from Glamour, October, 1981, p. 56+; Readers Digest, April 1981, pp. 53-56; and Harper's Bazaar, February, 1983, pp. 141+, respectively.

[3]The component "Environment" was added as a fourth component to the original model shown in Figure 1.

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TABLE ONE

DILEMMA CATEGORIES

CATEGORY	AUTHOR	
1. SOCIAL NORMS	Ankarloo (1979)	Michman (1980)
	Barker, et al (1979)	Philliber, et al (1979)
	Frug (1979)	Pingree et al (1978)
	Hiller, et al (1982)	Pleck (1977)
	Hunt, et al (1977)	Quinlan et al (1980)
	Johnson, et al (1977)	Roistacher et al (1979)
	Kiechel (1980)	Yogev (1982)
	Leuthold (1979)	
2. ROLE IDENTITY	Bagby (1979)	Mattaei (1980)
	Booth (1977)	Model (1981)
	Bryson, et al (1978)	Mortimer, et al (1978)
	Cohen (1979)	Nadelson, et al (1977)
	Gilbert, et al (1981)	Pendelton, et al
	Hardesty, et al (1980)	Perrucci, et al (1978)
	Hopkins, et al (1978)	Piotrkowski, et al (1981)
	Hornung, et al (1981)	Price-Bonham, et al (1980)
	Hout (1982)	Richardson (1979)
	Huber, et al (1981)	Richardson, et al (1981)
	Huser, et al (1978)	Rideout (1977)
	Kassner (1981)	Schwartz (1980)
	Keith, et al (1981)	Sekaran (1982)
	Keith, et al (1980)	Simpson, et al (1981)
	Linden (1977)	Staines, et al (1978)
3. SOCIAL RELATIONSHIPS	Stringer-Moore (1981)	
4. ROLE CYCLE	Berger, et al (1977)	Kilpatrick (1982)
	Ferber, et al (1979)	Krueger (1982)
	Foster, et al (1980)	Lieber (1980)
	Holahan, et al (1979)	Maynard, et al (1979)
	Houseknecht, et al (1981)	Nadler (1981)
	Hunt, et al (1982)	Poloma et al (1981)
	Gerstel, et al (1982)	Sharda et al (1981)
	Gilliland (1979)	Wallston et al (1978)
	Gross (1980)	Weingarten (1978)
	Gurtin (1980)	Winkler (1979)
	Kahnweiler, et al (1980)	
5. OVERLOAD	Booth (1979)	Skinner (1980)
	Hester et al (1981)	Villadsen et al (1981)
	Orbitz et al (1981)	

Figure One

MODEL OF MUTUAL DEFINITIONS

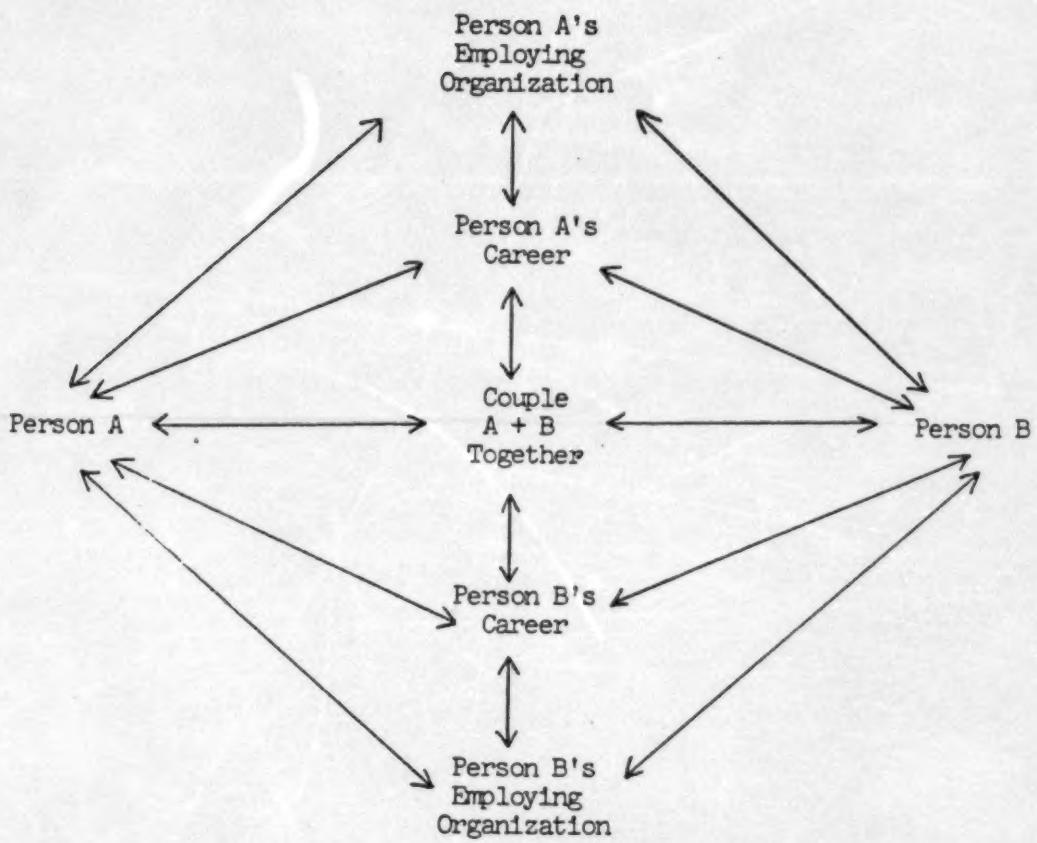

FIGURE TWO

SOCIAL NORMS

Time Constraints
Social Standing
Buying Power

COUPLE

CAREER

Marital Power
Decisions Made

Value System

Career Goals

Gender Perceptions
Androgeny

Education

Demographics

INDIVIDUAL

Market Trends

Income

Male Dominated Society

Unemployment

Labor System

ENVIRONMENTAL

Male Occupational Structure

ORGANIZATION

FIGURE THREE

ROLE IDENTITY

Family vs. Career
Egalitarianism
Traditional vs. NonTraditional

COUPLE

Marital Discord
Children
Marital Satisfaction
Marital Mutality
Household Tasks

CAREER

Career Salience

Career Aspirations

Career Commitment

Occupational Status
Income Level

Commitment
Role Conflict

Depression
Stress
Female Role Discrepancies
Self-Esteem
Self-Actualization

INDIVIDUAL

Life Cycle
Male Perceptions
Of Female Role

Employment
Trend-Breaking Role of Women

Economic Pressure

Job Satisfaction

ENVIRONMENTAL

ORGANIZATION

FIGURE FOUR

ROLE CYCLE

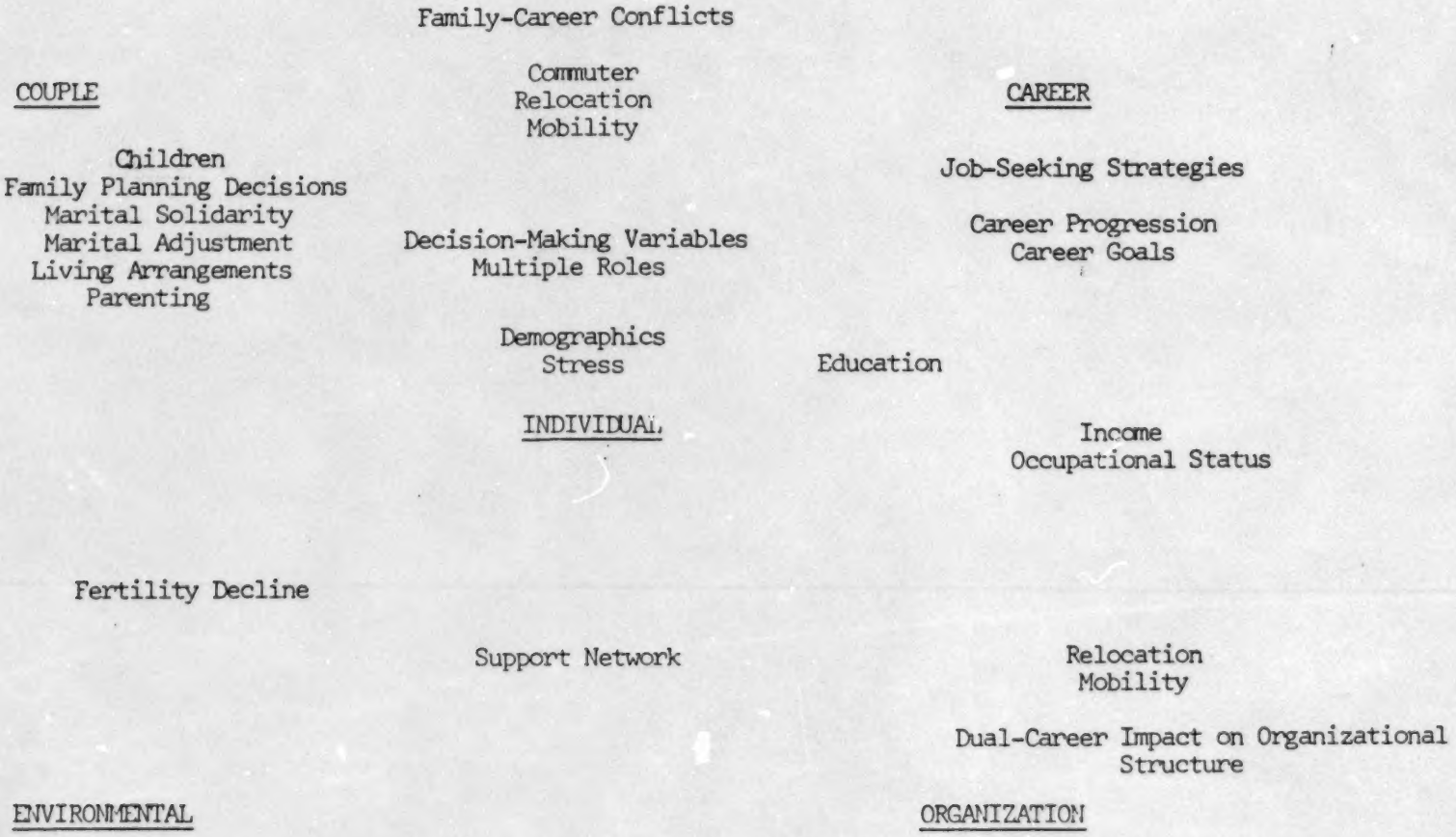

FIGURE FIVE

OVERLOAD

COUPLE

Domestic Routine
Marital Discord
Parenting

Time At Home

CAREER

Cyclical Pressures

Relocation
Mobility

Physiological Stress Indicators
Attitudinial Behavioral Indicators

INDIVIDUAL

External Strains

Time At Work

Relocation
Mobility

ENVIRONMENTAL

ORGANIZATION